### ORIGINAL

**RUTAN & TUCKER, LLP** Milford W. Dahl, Jr. (State Bar No. 367969 09 FEB 27 PM 4: 18 mdahl@rutan.com Robert C. Braun (State Bar No. 47500) CLEAN U.S. DISTRICT COUR COTTAIN, DISTRICT OF CALIFORN bbraun@rutan.com Edson K. McClellan (State Bar No. 199541) emcclellan@rutan.com Anna Kogan (State Bar No. 172320) akogan@rutan.com 611 Anton Boulevard, Fourteenth Floor Costa Mesa, California 92626-1931 Telephone: 714-641-5100 Facsimile: 714-546-9035 8 Attorneys for Plaintiff ZRII, LLC, a Delaware limited liability company 9 10 UNITED STATES DISTRICT COURT 11 SOUTHERN DISTRICT OF CALIFORNIA 12 13 ZRII, LLC, a Delaware limited liability Case No. company. 14 Plaintiff, **BREACH OF WRITTEN** 15 CONTRACT: (2) **BREACH OF IMPLIED** VS. 16 COVENANT OF GOOD FAITH LIFEVANTAGE CORPORATION, a AND FAIR DEALING; 17 Colorado corporation; TYLER DANIELS, **BREACH OF FIDUCIARY DUTY; (3)** an individual; MARCELL INTENTIONAL INTERFERENCE 18 NIEDERHAUSER, an individual, WITH CONTRACTUAL **RELATIONS**; 19 Defendants. INTENTIONAL INTERFERENCE WITH PROSPECTIVE 20 **ECONOMIC ADVANTAGE; (6)** MISAPPROPRIATION OF TRADE 21 SECRETS: VIOLATION OF THE COMPUTER 22 FRAUD AND ABUSE ACT: **VIOLATION OF WIRETAP ACT:** (8)23 VIOLATION OF STORED (9)COMMUNICATION ACT: 24 (10) VIOLATION OF CIVIL RICO; (11) CONVERSION; 25 (12) STATUTORY UNFAIR COMPETITION; AND 26 (13) UNJUST ENRICHMENT AND RESTITUTION 27 **DEMAND FOR JURY TRIAL** 28 2199/027279-0001 COMPLAINT

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Plaintiff Zrii, LLC ("ZRII") alleges on information and belief as follows:

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#### Jurisdiction and Venue

- 1. This Court has subject matter jurisdiction over this action pursuant to 28 U.S.C. sections 1331 (Federal Question) and 1367 (Supplemental Jurisdiction). This is an action for violation of the Computer Fraud and Abuse Act, 18 U.S.C. § 1030, the Racketeer Influenced and Corrupt Organizations Act ("RICO"), 18 U.S.C. § 1961, et seq., the Wiretap Act, 18 U.S.C. § 2510, et seq., the Stored Communications Act, 18 U.S.C. § 2701, et seq., and various related common law claims. This Court has jurisdiction over the subject matter of ZRII's federal claims pursuant to 28 U.S.C. section 1331. The Court has jurisdiction over ZRII's related state law claims based on 28 U.S.C. section 1367.
- 2. This Court also has subject matter jurisdiction over this action pursuant to 28 U.S.C. § 1332 (Diversity) because the parties to this action are all residents of different states, and the amount in controversy exceeds \$75,000.
- 3. Venue is proper in this judicial district pursuant to 28 U.S.C. § 1391(b) and (c). A substantial part of the events, omissions, and acts which are the subject of this action occurred within the Southern District of California, and a substantial amount of the property that is the subject of this action is located in the Southern District of California. In addition, the principal corporate office of Defendant Lifevantage Corporation ("LIFEVANTAGE") is located within the Southern District of California.

#### Parties and Jurisdiction

4. ZRII is a Delaware limited liability company with headquarters in Utah, and business dealings throughout the United States, including California. By multi-level marketing, ZRII sells and distributes throughout the United States and other countries health food supplements, in particular a popular drink supplement endorsed by Deepak Chopra. At all relevant times, ZRII's Chief Executive Officer has been William Farley ("FARLEY"). By investing millions of dollars, over a number of years, ZRII has developed a highly-successful distribution network that sells its dietary, herbal, health and nutritional products to end users, and this network is an integral part of its success.

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- 5. Defendant LIFEVANTAGE is a corporation organized under the laws of Colorado, with its principal corporate office in San Diego, California, at 11545 W. Bernardo Court, Ste. 301. LIFEVANTAGE is a multi-level marketing company that sells and distributes health food supplements through its authorized distributors throughout the United States, including California. As a direct marketing distributor of health food supplements, LIFEVANTAGE is a direct competitor of ZRII. As explained in more detail below, LIFEVANTAGE induced and conspired with defendants Tyler Daniels ("DANIELS"), Marcell Niederhauser ("NIEDERHAUSER"), and other ZRII employees and distributors to breach their contracts with ZRII and abscond with ZRII's proprietary information for the benefit of LIFEVANTAGE, and to join LIFEVANTAGE as its employees or distributors.
- 6. Defendant DANIELS, an individual, is a former ZRII Senior Independent Executive ("IE") and a resident of the State of Arizona. DANIELS was a "Ten Star Independent Executive" ("10 Star"), the highest level ZRII IEs can achieve. DANIELS, NIEDERHAUSER, and all other ZRII IEs, signed an Independent Executive Agreement ("IE Agreement"), and agreed to be bound by the ZRII Policies and Procedures.
- 7. Defendant NIEDERHAUSER, an individual, is a former ZRII senior IE/distributor and a resident of the State of Vermont. Like DANIELS, NIEDERHAUSER was a 10 Star IE and was a top ZRII producer. By virtue of their seniority and positions, DANIELS and NIEDERHAUSER had practically unfettered access to ZRII's confidential, proprietary, and trade secret information. (Hereinafter, LIFEVANTAGE, DANIELS, and NIEDERHAUSER are sometimes referred to collectively as "DEFENDANTS.")
- 8. ZRII is informed and believes and on that basis alleges that at all times relevant to this Complaint, DEFENDANTS, and each of them, were the agents, servants, employees, alter egos, successors-in-interest, subsidiaries, affiliated companies or corporations, and joint ventures of the other DEFENDANTS, and were acting within the course, scope, and authority of each other DEFENDANT.
  - 9. ZRII is informed and believes and on that basis alleges that DEFENDANTS,

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2199/027279-0601 -3-992927.03 a02/27/09 COMPLAINT 10. LIFEVANTAGE is headquartered in San Diego, California, and its President and CEO, David Braun, resides in San Diego, California. Moreover, one of the DEFENDANTS' principal co-conspirators, Jason Domingo, a former ZRII 10 Star IE, also resides in California. Further, ZRII is informed and believes and on that basis alleges that many of the DEFENDANTS' breaches, misappropriations, and other tortious acts herein alleged took place in San Diego, California, or elsewhere in California.

#### FACTUAL BACKGROUND

- 11. ZRII specializes in nutritional drink supplements based primarily on the Indian fruit known as Amalaki. The success of ZRII is closely linked to the working relationship between two groups; namely, the ZRII corporate management team and the ZRII network of distributors, or IEs.
- 12. The ZRII corporate management team supervises and implements customer service, supply agreements and logistics with vendors, order tracking and delivery, automatic shipments, information technology, payment of IE compensation, marketing materials, tracking and regulatory issues, etc. ZRII's former General Manager, Kirby Zenger, was the head of ZRII's corporate management team.
- 13. ZRII believes that the best way to market and sell its quality products is through people and organizations that know and believe in the products. The people who fill that role at ZRII are the IEs. Defendants DANIELS and NIEDERHAUSER are former

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27 28 ZRII top-producing IEs, and are collectively referred to herein as the "DISTRIBUTOR **DEFENDANTS.**"

- 14. Satisfied IEs talk to their friends and acquaintances about the product, those friends and acquaintances become excited about the product, and talk to their friends and acquaintances, etc. As word of the benefits of ZRII's products spreads, more and more IEs sign up, and the network expands. IEs receive compensation based not only on their own sales, but on the sales of those who have joined the ZRII IE network through their efforts. For this reason, it is important to individual IEs to enroll others as IEs, and for those IEs to enroll yet other ZRII IEs.
- 15. In order to become an IE, the individual (or individual representing an entity that will be the IE) must sign the ZRII IE Agreement. One of the express terms of the IE Agreement is that the IE will comply with the ZPP. During the term of the IEA, the ZPP prohibits ZRII IEs from recruiting or soliciting other ZRII IEs to enroll as distributors for any other network marketing company. Moreover, for a period of six months following termination of an IE's IEA, the ZPP prohibits IEs from recruiting any ZRII IE to enroll as a distributor of any other network marketing company, such as LIFEVANTAGE.
- 16. IEs who enroll "under" a particular IE, including second, third, etc. generations, are referred to as the "downline" or "genealogy" of a particular IE. The highest level IEs at ZRII are known as "Ten Star Independent Executives." Defendants DANIELS and NIEDERHAUSER were both 10 Stars. Lower level IEs look to 10 Stars for advice and leadership. 10 Stars are important in the ZRII organization because they have significant influence over their downlines, and are critical to ZRII's efforts to expand the number of active IEs.
- 17. The DISTRIBUTOR DEFENDANTS and their co-conspirators secretly put in motion an unlawful scheme to strip ZRII of value and/or destroy it through illegal means. The goal of this scheme was to coerce ZRII to be acquired at a fire-sale price or take its business, and/or make it so weak that it could not continue. DEFENDANTS are still pursuing this scheme. The following is a brief chronology of the scheme, insofar as

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from ZRII corporate headquarters, and crippled ZRII.

# 11:30 p.m. Sunday February 1, 2009 – 3:30 a.m. Monday February 2 Distributor Defendants Secretly Sabotage the ZRII Computer Network and Delete/Tamper with Electronic and Hard Copy Files in the Dark of Night

- 22. Access to the business premises of ZRII is restricted by key card. The security system at ZRII logs the comings and goings of all personnel by recording when key cards are used to enter the buildings.
- 23. The key card logs at ZRII demonstrate that beginning at approximately 11:00 p.m. on Sunday, February 1, and continuing through approximately 3:30 a.m. on Monday, February 2, 2009, the DISTRIBUTOR DEFENDANTS (and/or those at their direction) entered various parts of ZRII headquarters. At the direction of these DISTRIBUTOR DEFENDANTS, ZRII IT personnel also entered various parts of the building.
- 24. On information and belief, one or both of the DISTRIBUTOR
  DEFENDANTS (and/or those acting at their direction) were at ZRII in the middle of the
  night on February 1-2 to sabotage ZRII's computer and other systems, and thereby cripple
  ZRII's ability to operate normally. There was no legitimate business reason for these
  DEFENDANTS and IT personnel to be at the ZRII offices from 11:30 p.m. on Sunday
  night, February 1 through 3:30 a.m. on Monday morning, February 2.
- 25. On information and belief, that night various members of the ZRII IT department engaged in at least the following unlawful acts at the instigation and with the complicity of the DISTRIBUTOR DEFENDANTS:
  - a. They destroyed certain backups of ZRII emails;
- b. They changed access codes to the ZRII computer network and/or disabled network accounts; and
- c. They functionally disabled ZRII's ability to access its own network and perform normal operating functions.
- 26. The result of the foregoing was that ZRII was for a time denied the ability to access and use its own system. Among other things, ZRII was unable to sign up IEs on its

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27. All ZRII employees were required to sign a confidentiality/non-disclosure agreement ("NDA") as a condition of their employment. Copies of the NDA were kept in files in the Human Resources department of ZRII. The NDAs for some of the individual defendants and other ZRII employees are no longer in the human resources files of ZRII. ZRII believes that the NDAs were removed by or at the direction of one or more of the Defendants.

#### Monday, February 2, 2009

#### Work Stoppage and IT Lockout

- 28. ZRII's CEO, FARLEY, travelled to ZRII's headquarters on Monday, February 2, 2009. On any normal business day prior to February 1, 2009, there would have been approximately 40 employees working at ZRII corporate headquarters. However, when FARLEY arrived at ZRII headquarters on February 2, he found the building empty except for a few customer service staff on the second floor.
- 29. On information and belief, Kirby Zenger (ZRII's General Manager at the time) instructed ZRII corporate employees not to go to work on February 2, 2009. The affected employees were told that if they did go to work, no one else would be there, and that they would not have a job when the co-conspirators took over the Company.
- 30. On February 2, 2009, at 12:17 p.m., Clint Hoaldridge, a ZRII IT employee, deactivated the network logon for FARLEY, ZRII's CEO. On information and belief, Hoaldridge did so at the instigation of the DISTRIBUTOR DEFENDANTS and their coconspirators.

#### **Defendants'** Threats

31. On entering his office on February 2, FARLEY found the keys to seven company cars, all of which ZRII had leased for the members of ZRII management.

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- 32. Late in the day of February 2, 2009, FARLEY received a letter by hand delivery from Kenneth Okazaki, an attorney with the Salt Lake City law firm of Jones, Waldo, Holbrook & McDonough. The letter states that Mr. Okazaki represents WAG, the new entity DEFENDANTS formed the Thursday preceding the walk-out, and that "interested members of our client [WAG] include the executive team at ZRII and all ten star distributors of ZRII." The "ten star distributors of ZRII" included, *inter alia*, Defendants DANIELS and NIEDERHAUSER. Mr. Okazaki repeated the demand that FARLEY sell his interest in ZRII.
- 33. The letter from Mr. Okazaki enclosed a letter from the 10 Stars, including DANIELS and NIEDERHAUSER. In that letter, the 10 Stars demanded that FARLEY resign and threatened that if he did not, they will "dismantle the entire field, leader-by-leader." They also threatened to "take our talents to another network marketing company," expressly threatening that if FARLEY did not capitulate, "ZRII will cease to exist within 30 days."
- 34. The ZPP, to which all IEs including the DISTRIBUTOR DEFENDANTS agreed through their respective IE Agreements, states that during the term of the IE Agreement, no IE may engage "in any actual or attempted recruitment of ZRII Independent Executives for other network marketing business ventures, either directly or through a third party." The ZPP further provides that all IEs agree that "for a period of six months following the cancellation of an [IE Agreement], the former Independent Executive may not recruit any ZRII Independent Executive . . . for another network marketing program."

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On February 2, 2009, ZRII demanded that the DISTRIBUTOR

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DEFENDANTS immediately return all ZRII property, including, but not limited to, laptop computers and all proprietary and confidential information in their possession or control. ZRII further demanded that the individual Defendants not use, access, or disclose any proprietary information of ZRII to any person for any purpose.

36. On information and belief, the DEFENDANTS and others have used the

ZRII laptops in their possession, the proprietary data on those computers, and various other proprietary and confidential ZRII information, to conspire with each other (and others) regarding that scheme, and to further their improper scheme in many other diverse ways.

#### February 3, 2009 - Continued Work Stoppage

- 37. On Tuesday, February 3, 2009, the same corporate employees of ZRII who failed to come to work on February 2 again failed to come to work. The absence of the bulk of ZRII corporate employees prevented ZRII from performing its normal business operations. On the evening of February 3, ZRII wrote to all of the ZRII employees who had not come to work on February 2 or 3, informing them that if they did not come to work on Wednesday, February 4, they would be deemed to have resigned. These individuals were also told to return all confidential ZRII information to ZRII and not to use or disclose such information in any fashion or to anyone.
- 38. At the direction and encouragement of DEFENDANTS, most of the absent ZRII employees never returned to work.

# Wednesday February 4, 2009 – DEFENDANTS Instruct IEs to Cancel Automatic Shipments of ZRII Products

39. On February 4, 2009, co-conspirator Jason Domingo ("DOMINGO"), in his capacity as a 10 Star IE and Master Distributor, wrote an email to "personally sponsored IEs." In that email, he reproduced the February 2 letter from the 10 Stars to FARLEY. He asserted that the "field leadership and corporate Executive Team" were "completely galvanized and in 100% solidarity."

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40. On behalf of DEFENDANTS and their co-conspirators, DOMINGO further advised the IEs that the "only thing that fortifies [Farley's] control is the ability to run autoships [automatic shipments to IEs] and garner its resulting revenue."

- 41. In the same e-mail, DOMINGO told the IEs that the "10-star IEs recommend you terminate your autoship effective immediately." He further told them that the biggest autoship day of the month was February 5th, and that they needed to act immediately to have their terminations be effective before then. He concluded the email by stating that a conference call would be arranged with IEs as soon as possible.
- 42. Autoships are recurring shipments of ZRII product to IEs that are automatically shipped at periodic intervals, and are an important source of revenue for ZRII. ZRII's records reveal that, as requested by DOMINGO and DEFENDANTS, many IEs began to cancel autoships on Wednesday, February 4, 2009.

#### February 5, 2009 – "Biggest Autoship Day"

- 43. On February 5, 2009, after the February 4 email from DOMINGO announcing the conference call, Defendants DANIELS and NIEDERHAUSER sent an email to the "TEAM." On information and belief, this email was sent to some or all of the ZRII IEs at the direction of the DISTRIBUTOR DEFENDANTS and their co-conspirators.
- 44. The February 5, 2009 email announced an "URGENT ZRII Call" for 8:00 p.m. that night with "ZRII co-founders and 10 Star IE's."
- 45. The February 5, 2009 email stated that the "TEAM" should "disreard [sic] any email stating ZRII leadership has moved" and that "we are united and stand together as a team for Zrii." In fact, neither DANIELS or NIEDERHAUSER nor any members of the former management were at that time authorized by ZRII to do anything "for ZRII," to make any representations "for ZRII," or to act "for ZRII" in any way.
- 46. On February 5, 2009, after he was clearly no longer a ZRII employee, coconspirator Marty Zenger, on behalf of DEFENDANTS, attempted to access the ZRII network using his password.

47. In furtherance of the unlawful scheme described above, DEFENDANTS have continued to pursue the scheme to destroy and damage ZRII. As part of their continuing course of wrongful conduct, DEFENDANTS have wrongfully used ZRII confidential information to solicit and/or cause others to solicit ZRII IEs to enroll in other network marketing organizations.

48. At a recent conference in Anaheim, California, held during the week of February 9, 2009, DEFENDANTS and/or their agents actively solicited ZRII IEs to enroll in Defendant LIFEVANTAGE. This and related conduct has gravely impacted ZRII's ability to carry on its business with its IEs.

## <u>Defendant LIFEVANTAGE Induces the DISTRIBUTOR DEFENDANTS and other</u> ZRII IEs to Breach Their Non-Solicitation Agreements with ZRII.

- 49. On February 16, 2009, Defendant LIFEVANTAGE posted a press release on its website, which announced "the Addition of Sales Record-Setting Network Marketing Distributors and Executives," and identified DANIELS, NIEDERHAUSER, DOMINGO, and Mr. Zenger among those joining LIFEVANTAGE. The press release stated, among other things, that the company is "extraordinarily fortunate to join forces with Jason, Tyler, Marcell and their team." In the press release, DOMINGO likewise referred to bringing over his "distributor team" to LIFEVANTAGE. Defendants clearly intended for the DISTRIBUTOR DEFENDANTS and other former ZRII IEs to recruit their ZRII downlines to LIFEVANTAGE, notwithstanding their contractual prohibitions from doing this.
- 50. Since the DISTRIBUTOR DEFENDANTS joined LIFEVANTAGE, DEFENDANTS have in fact continued in their scheme to illegally solicit away ZRII's distributors, and they have continued to use ZRII's proprietary and trade secret information for their own benefit.
- 51. ZRII is informed and believes that LIFEVANTAGE has continued to broadcast and promote its illegal poaching of ZRII's downlines, and the expected increase

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in sales, to attempt to inflate the value of its publicly-traded stock.

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- 52. The unlawful scheme described above, including the wrongful conduct of the DEFENDANTS, individually, collectively, and in concert with others, has caused and is continuing to cause irreparable harm to ZRII's relationships with its employees, IEs, vendors and others. ZRII's damages from DEFENDANTS' wrongful conduct have caused damages in excess of \$75 million, in an amount to be proven at trial.
- 53. ZRII has no adequate remedy at law for the irreparable harm it has suffered as a result of DEFENDANTS' unlawful scheme.

#### FIRST COUNT

#### For Breach of Written Contract

#### (Against Defendants DANIELS and NIEDERHAUSER)

- 54. ZRII incorporates by reference as though fully set forth herein all previous allegations of this complaint.
- 55. ZRII allows its distributors access to ZRII's confidential and trade secret information, including distribution network, downline, and genealogy information, commissions and sales reports, customer information, sales projections and business forecasts, marketing strategies, product and research development information, and costs of goods (ZRII's "Confidential and Trade Secret Information"). The development of ZRII's distributor and customer relationships, and its Confidential and Trade Secret Information, was the result of ZRII expending substantial time and resources, and is information not generally known to the public or to ZRII competitors.
- 56. Before ZRII's distributors are given access to ZRII's Confidential and Trade Secret Information, ZRII requires they sign a written "Independent Executive Agreement" ("IE Agreement"), in which they agree to abide to the terms of ZRII's Policies and Procedures Manual ("ZPP"), which is incorporated by reference. In the IE Agreement, the distributors further agree that ZRII, in its sole discretion, may amend its Policies and Procedures, and the distributors agree to abide by any subsequent amendments.
  - 57. Defendants DANIELS and NIEDERHAUSER signed written IE Agreements

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them, breached their agreements with ZRII by acts and omissions that included, without

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a. Making negative, disparaging, untrue, and misleading comments about ZRII, its products, owners, directors, officers, employees, or other distributors of

- b. Using ZRII's Confidential and Trade Secret Information, including its genealogy, to compete with ZRII for the benefit of themselves and LIFEVANTAGE.
- c. Targeting and soliciting existing ZRII distributors and customers in attempts to entice them to reduce or terminate their relationship with ZRII, and to reduce or cease their sale of ZRII products, and instead replace those relationships and sales with LIFEVANTAGE distributors and products.
- 62. These wrongful acts have significantly benefited co-conspirator LIFEVANTAGE, which has been able to capitalize on ZRII's past efforts in developing ZRII's sales and distribution network. By using information misappropriated from ZRII, DEFENDANTS have unlawfully solicited, and continue to unlawfully solicit, ZRII's distributors and customers to abandon their contractual and business relationships with ZRII for the same or similar relationships with DEFENDANTS. As described above, some of these DEFENDANTS have recently sought to purchase ZRII, but ZRII did not agree to sell the company. By now raiding ZRII's distributors and misappropriating ZRII's Confidential and Trade Secret Information, these DEFENDANTS are attempting to acquire illegally the ZRII assets and resources that they could not acquire legally and consensually.
- 63. Each of these wrongful acts has provided DEFENDANTS with an unfair competitive advantage and has allowed DEFENDANTS to benefit from their unlawful use of ZRII's Confidential and Trade Secret Information and from their unlawful and wrongful breaches of their agreements with ZRII.
- 64. As a direct result of DEFENDANTS' breaches of contract, ZRII has been damaged in an amount which likely exceeds \$75 million, with the exact amount to be established at trial. These damages include, without limitation, losses to the value of

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ZRII's Confidential and Trade Secret Information, loss of present and future business, good will and profits, the disruption of contractual and client relationships, the loss of future economic advantage, lost management time, and other costs and expenses.

disrupt ZRII's relationships with its distributors and customers resulting in great and irreparable injury to ZRII. ZRII has no adequate remedy at law for such acts and threatened acts. ZRII thus requests that, during the pendency of this action, this Court issue a preliminary injunction, and that after trial, this Court issue a permanent injunction through the expiration of the non-solicitation periods of the applicable agreements, restraining and enjoining the DISTRIBUTOR DEFENDANTS and applicable DOE DEFENDANTS and their agents, employees, attorneys, and representatives, and anyone acting at their direction or on their behalf, from (a) soliciting ZRII's distributors or customers in breach of the IE Agreement, and (b) misusing ZRII's Confidential and Trade Secret Information, including its downlines, customer lists, and genealogy.

#### SECOND COUNT

# For Breach of the Implied Covenant of Good Faith and Fair Dealing (Against Defendants DANIELS and NIEDERHAUSER)

- 66. ZRII incorporates by reference as though fully set forth herein all previous allegations of this complaint.
- 67. By virtue of the written agreements alleged above, the DISTRIBUTOR DEFENDANTS had an implied covenant of good faith and fair dealing not to take any action that would interfere with ZRII's enjoyment of the anticipated benefits of the agreements.
- 68. ZRII has performed the obligations owed to the DISTRIBUTOR
  DEFENDANTS under the aforementioned contracts, except to the extent performance has been waived or excused.
- 69. ZRII is informed and believes and on that basis alleges that by engaging in the wrongful conduct alleged above, including the misappropriation and misuse of ZRII's

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The acts and omissions of DEFENDANTS were intentional, malicious, and

oppressive, and were done with the intent and design to damage ZRII. For those reasons,

### trial, in an amount not less than three times its compensatory damages.

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### FOURTH COUNT

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#### (Against All Defendants)

For Intentional Interference with Contractual Relations

ZRII is entitled to recover punitive damages in an amount to be determined at the time of

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76. ZRII incorporates by reference as though fully set forth herein all previous allegations of this complaint.

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ZRII is informed and believes and on that basis alleges that at all times 77. relevant, DEFENDANTS, and each of them, were aware of the existence of the contracts between ZRII, on the one hand, and its employees and distributors (including the DISTRIBUTOR DEFENDANTS), on the other hand. DEFENDANTS also knew of the existence of agreements between ZRII and its vendors and customers, and acted with the express purpose of interfering with those contracts.

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78. By acts and omissions that include, without limitation, those set forth above, ZRII is informed and believes and on that basis alleges that DEFENDANTS, and each of them, intentionally interfered with these existing contracts. These acts and omissions include, without limitation, encouraging ZRII distributors to terminate their relationship with ZRII and sell LIFEVANTAGE's competing products, and using ZRII's Confidential and Trade Secret Information to identify and encourage ZRII distributors to breach or terminate their agreements with ZRII, for the benefit of LIFEVANTAGE.

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79. ZRII is informed and believes and on that basis alleges that DEFENDANTS,

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and each of them, intended that their acts would disrupt ZRII's contractual agreements with its distributors, vendors, customers, and employees, and knew that their acts were

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80. As a proximate result of the acts of DEFENDANTS, and each of them, ZRII has suffered, and will continue to suffer, compensatory and consequential damages,

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including lost profits and good will, in an amount presently unascertained, but which ZRII

estimates likely exceeds \$75 million, said sum to be proven at trial.

substantially certain to cause ZRII to suffer consequential losses.

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Rutan & Tucker, LLP attorneys at law

- The conduct of DEFENDANTS, and each of them, is and was despicable and malicious and has been carried out with a willful and conscious disregard of ZRII's rights. Defendants acted with the deliberate intent to injure ZRII's business and to benefit their own economic interests at ZRII's expense. ZRII is therefore entitled to recover punitive damages in an amount to be determined at trial, of not less than three times its compensatory damages.
- 82. Unless enjoined by this Court, DEFENDANTS will continue to interfere with valid and existing agreements between ZRII and its distributors, vendors, customers, and employees, by acts and omissions that include, without limitation, encouraging ZRII distributors to breach the express and implied terms of their agreements with ZRII, by misusing ZRII's Confidential and Trade Secret Information, including information regarding ZRII's distribution networks and downlines, and by soliciting those networks and downlines to do business with and to act for the benefit of LIFEVANTAGE.
- 83. These acts and omissions have caused and continue to cause irreparable injury to ZRII, and ZRII has no adequate remedy at law to redress this harm. ZRII thus requests that during the pendency of this action, the Court issue a preliminary injunction, and that after trial, this Court issue a permanent injunction, restraining and enjoining DEFENDANTS, their agents, employees, attorneys, representatives, and those acting in concert and participation with them, or anyone acting at their direction or on their behalf, from intentionally interfering with these contractual relationships and legally-protectable rights.

#### FIFTH COUNT

### Intentional Interference with Prospective Economic Advantage (Against All Defendants)

- 84. ZRII incorporates by reference as though fully set forth herein all previous allegations of this complaint.
- 85. ZRII has and had valid existing and prospective economic interests with its current and prospective distributors, customers, and employees that had a probable future

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 economic benefit or advantage to ZRII.

- 86. DEFENDANTS knew of these existing and prospective economic relationships and of the economic benefit or advantage to ZRII from these relationships.
- 87. DEFENDANTS' acts, as alleged above, which constitute an independently actionable tort, were intended by each of the DEFENDANTS to interfere with ZRII's ability to fairly compete in the marketplace. ZRII further alleges that none of the acts by DEFENDANTS was justifiable by any law or privilege of competition.
- 88. ZRII is informed and believes and on that basis alleges that ZRII distributors and customers would not have cancelled, repudiated, modified or terminated their arrangements and relations with ZRII or diverted business from ZRII but for the wrongful acts and omissions of DEFENDANTS, as alleged above.
- 89. As a direct and proximate result of DEFENDANTS' unlawful conduct, DEFENDANTS interfered with and disrupted ZRII's relationships with its existing and prospective distributors and customers, and ZRII lost the economic benefit and advantage reasonably expected from these relationships.
- 90. As a direct and proximate result of defendants' conduct, ZRII has been and will continue to be damaged, in an amount which ZRII estimates likely exceeds \$75 million which includes, among other things, actual damages for loss of valuable information, loss of competitive advantage gained by such information, loss of customers and distributors, lost profits, loss of good will, lost management time, and costs incurred attempting to mitigate damages.
- 91. ZRII is informed and believes and on that basis alleges that in committing the acts alleged herein, DEFENDANTS, and each of them, acted willfully and with the express intent of benefiting themselves at ZRII's expense. As a result of their oppression, fraud and malice, ZRII is entitled to punitive damages in an amount to be determined at the time of trial, of not less than three times its compensatory damages.
- 92. Unless enjoined by this Court, DEFENDANTS will continue to disrupt ZRII's business relationships with its distributors and customers, resulting in great and

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#### **SIXTH COUNT**

# Misappropriation of Proprietary Information and Trade Secrets (Against All Defendants)

- 93. ZRII incorporates by reference as though fully set forth herein all previous allegations of this Complaint.
- 94. ZRII owns confidential and proprietary information that it uses in the operation of its business, including but not limited to information relating to the identity, telephone numbers, physical addresses, e-mail addresses, and sales patterns of ZRII's IEs. This information is called "downline activity" information. Thus, ZRII's Confidential and Trade Secret Information includes its distribution network, downline and genealogy information, commissions and sales reports, customer information, sales projections and business forecasts, marketing strategies, product and research development information, and costs of goods.
- 95. The DISTRIBUTOR DEFENDANTS had knowledge and possession of ZRII's Confidential and Trade Secret Information, acquired either through their former relationship with ZRII or by surreptitiously obtaining this information from present or

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- 96. ZRII's Confidential and Trade Secret Information derives independent economic value because it is not known to the public, and it provides ZRII with a competitive advantage in the marketplace. Recognizing the value of this information, ZRII takes reasonable steps to preserve its secrecy. ZRII also requires all IEs with access to its Confidential and Trade Secret Information to sign contracts that expressly communicate the proprietary nature of ZRII's Confidential and Trade Secret Information and impose restrictions on its dissemination and use.
- 97. As alleged above, DEFENDANTS formed a conspiracy to misappropriate, and have in fact misappropriated, ZRII's trade secrets, confidential and proprietary data through their unauthorized possession, disclosure, and use of this information.
- 98. Further, Defendant LIFEVANTAGE is knowingly using ZRII's Confidential and Proprietary Information that it wrongfully obtained from the INDIVIDUAL DEFENDANTS for its own unlawful advantage.
- 99. ZRII is informed and believes and on that basis alleges that its damages as a result of DEFENDANTS' unauthorized use of ZRII's Confidential and Trade Secret Information and through the other illegal conduct alleged in this complaint likely exceeds \$75 million, said sum to be proven at trial. In addition, ZRII is informed and believes that DEFENDANTS have obtained substantial business by wrongfully soliciting ZRII's former distributors to modify or abandon business relationships with ZRII and to form new relationships with competitors, including LIFEVANTAGE.
- 100. Pursuant to section 3426.3 of the California Civil Code, ZRII is entitled to recover as damages and restitution all of the value achieved from Defendants' use of the misappropriated trade secrets including, without limitation: (a) all profits or revenues achieved by them as a result of the misappropriation; (b) all intangible value (such as goodwill) DEFENDANTS created as a result of such misappropriation; (c) all costs and fees ZRII incurred in connection with the investigation and discovery of the misappropriation and in this action; and (d) all other direct or indirect economic harm ZRII

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incurs or economic gains DEFENDANTS achieve as a consequence thereof. ZRII seeks an accounting of all direct or indirect uses of the trade secrets and data that DEFENDANTS misappropriated and/or misused.

- 101. ZRII further seeks the imposition of a constructive trust over all of the benefits DEFENDANTS derive from such misappropriation and/or misuse, including, without limitation, for all profits derived directly or indirectly therefrom.
- 102. ZRII is informed and believes, and based thereon alleges, that DEFENDANTS' acts of conspiracy and misappropriation were willful, wanton, malicious, and oppressive in that DEFENDANTS misappropriated ZRII's trade secrets with the deliberate intent to injure ZRII's business and improve their own. ZRII is therefore entitled to an award of punitive damages pursuant to Civil Code § 3426.3 (c), and an award of reasonable attorneys' fees and costs, as provided by Civil Code § 3426.4. ZRII has been and will continue to be damaged by DEFENDANTS' misappropriation and misuse of ZRII's Confidential and Trade Secret Information and, unless enjoined by this Court, ZRII has and will continue to suffer great and irreparable injury for which it has no adequate remedy at law. ZRII requests that, during the pendency of this action, this Court issue a preliminary injunction, and that after trial, this Court issue a permanent injunction, restraining and enjoining DEFENDANTS and their agents, employees, attorneys, representatives, and anyone acting at their direction, on their behalf, or in concert or participation with them, from using or disclosing ZRII's Confidential and Trade Secret Information. ZRII further requests that this Court order Defendants to return such information to ZRII.

#### SEVENTH COUNT

# VIOLATION OF THE COMPUTER FRAUD AND ABUSE ACT (Against All Defendants)

- 103. ZRII incorporates by reference as though fully set forth herein all previous allegations of this Complaint.
  - 104. Federal law makes it a criminal offense for individuals, including employees,

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Act,	18 U.S.	C. § 1030 (the "CFAA").	
	105	7RII owns protected computers on which it maintains information	includin

to steal computer information. One such federal statute is the Computer Fraud and Abuse

- 105. ZRII owns protected computers on which it maintains information, including trade secret information. ZRII's computers are used in interstate commerce. The computers are password-protected to restrict unauthorized access. In addition, ZRII employees and distributors must agree to maintain the confidentiality of ZRII's confidential information, including electronic information.
- 106. On information and belief, DEFENDANTS knowingly and intentionally accessed ZRII's computers without authorization, and/or knowingly and intentionally exceeded their authorized access. DEFENDANTS' purpose in improperly accessing ZRII's computers was to obtain information, including trade secret information, for competitive purposes. Therefore, when DEFENDANTS accessed ZRII's computers without permission and/or exceeded their authorized access in order to steal ZRII's computer information, DEFENDANTS had the intent to defraud ZRII, and furthered their intended fraud by copying ZRII's computer files, which were of great value and use for LIFEVANTAGE's competing business.
- 107. On information and belief, LIFEVANTAGE knowingly received, used, transmitted, and caused to be communicated, delivered, or transmitted and is continuing after demand that it cease such actions, to so use, communicate, deliver, and transmit or cause the same to be so communicated, the IE list and confidential and proprietary information misappropriated by DEFENDANTS from ZRII's computers as alleged, to other persons not entitled to receive the same and has willfully retained the same.
- 108. DEFENDANTS' access to ZRII's computers and use of the Confidential and Proprietary Information has caused loss and/or damage to ZRII far in excess of the statutory minimum of \$5,000, including but not limited to costs incurred in investigating and responding to DEFENDANTS' unlawful conduct and other consequential damages.
- 109. DEFENDANTS' actions constitute violations of at least the following provisions of the CFAA: 18 U.S.C. § 1030(a)(2)(C), § 1030(a)(4), § 1030(a)(5)(A)(iii) and

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attorneys at law

110. Although the CFAA is a criminal statute, ZRII may maintain a civil action against Defendants for damages, injunctive relief, and other equitable relief, under 18 U.S.C. § 1030(g). DEFENDANTS' conduct has caused, and will continue to cause, irreparable injury to ZRII. ZRII has no adequate remedy at law. Therefore, injunctive relief is appropriate.

#### **EIGHTH COUNT**

### VIOLATION OF THE WIRETAP ACT, 18 U.S.C. § 2510, et seq. (Against All Defendants)

- 111. ZRII incorporates by reference as though fully set forth herein all previous allegations of this Complaint.
- 112. As alleged herein, ZRII is informed and believes that DEFENDANTS intercepted, caused to be intercepted, or induced some other person to intercept confidential electronic communications between ZRII and some of its employees, distributors, customers, and agents, including FARLEY.
- 113. ZRII is informed and believes that DEFENDANTS intentionally disclosed, or endeavored to disclose these intercepted electronic communications, knowing that these communications were obtained through unauthorized interception.
- 114. ZRII is informed and believes that DEFENDANTS intentionally used or endeavored to use the information contained in these electronic communications, knowing that this information was obtained through unauthorized interception of electronic communications.
- 115. DEFENDANTS were not authorized to intercept these communications, to cause them to be intercepted, or to induce some other person to intercept them.
- 116. DEFENDANTS' illegal interception, disclosure, and use of these electronic communications damaged ZRII.
- 117. ZRII seeks damages, in an amount unknown at this time, but, pursuant to 18 U.S.C. section 2520(c)(2), the greater of (i) the sum of ZRII's actual damages and any

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Rutan & Tucker, LLP attorneys at law

Rutan & Tucker, LLP attorneys at law

#### TWELFTH COUNT

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### Unfair Competition in Violation of Cal. Business & Professions Code § 17200 (Against All Defendants)

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141. ZRII incorporates by reference as though fully set forth herein all previous allegations of this complaint.

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omissions that constitute unlawful, unfair, and fraudulent business practices in violation of California Business and Professions Code section 17200, including without limitation: (a) making unfair, deceptive and untrue statements to distributors and customers of ZRII;

As previously alleged, DEFENDANTS have engaged in a variety of acts and

ZRII is informed and believes and on that basis alleges that as a direct result

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(b) the unfair use of ZRII's Confidential and Trade Secret Information for the purpose of gaining a competitive advantage and personal profit at ZRII's expense; and (c)

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intentionally interfering with ZRII's existing contracts and prospective economic relations.

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of these acts and omissions of DEFENDANTS, it has suffered and will continue to suffer substantial and irreparable injury not compensable by monetary damages, such that a

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temporary restraining order and preliminary and permanent injunction should issue against

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restrained by this Court, DEFENDANTS will continue the illegal acts described above,

DEFENDANTS. ZRII is informed and believed and on that basis alleges that unless

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including but not limited to retaining, misusing and misappropriating ZRII's proprietary

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144. California's unfair competition law specifically authorizes injunctive relief to prevent unfair business practices and permits restitution of any money or property of

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ZRII's wrongfully obtained. ZRII is entitled to permanent injunctive relief from

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DEFENDANTS' acts of unfair competition and, to the extent that DEFENDANTS, and

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any of them, have utilized the misappropriated Confidential and Trade Secret Information

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to their personal advantage and enrichment, ZRII is entitled to the reasonable value

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thereof.

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information and trade secrets.

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COMPLAINT

**DEMAND FOR JURY TRIAL** Zrii, LLC hereby demands a trial by jury. Dated: February 27, 2009 **RUTAN & TUCKER, LLP** By: Edson K. McClellan Attorneys for Plaintiff ZRII, LLC, a Delaware limited liability company Rutan & Tucker, LLP -33attorneys at law 2199/027279-0001 COMPLAINT 992927 03 a02/27/09

#### Zrii Independent Executive or Zrii Preferred Customer?

#### Zrii IE

"I want to own my own Zrii business!"

- Start a legitimate home-based business
- · Earn extra income working part time or full time
- Create wealth commensurate with your effort
- Proven success system to follow
- Best-of-breed training program
- 100% 30-day Money-Back Guarantee
- Enjoy the health benefits of Zrii The Original Amalaki

### Zrii PC

"I am excited to consume Zrii but have no desire to earn bonuses."

- Save 25% off the retail price
- Participate in Zrii's convenient AutoShip program
- Receive convenient home delivery via FedEx
- 100% 30-day Money-Back Guarantee

Independent Executive (IE)

Start Kit \$49.95

Preferred Customer (PC)

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Last Name Retirement Options INC	Co-applicant Last Name (if applicable)	)	
Company Name (if applicable)	Billing Address 3230 N SPYGLASS COURT		
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Cell Phone 435 - 231 - 2264	Email Address + Add aniels 33	@ yahov. com	
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EXHIBIT / , PAGE 34

PERSONAL INFORMATION

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EXHIBIT \_\_\_\_\_\_\_ PAGE 35

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By signing this agreement, I authorize Zrii to charge my account or credit card for the items I have indicated I would like to purchase. I understand that my account or credit card will not be billed until product is ready to be shipped on or about October 1, 2007. I understand that I will be subject to terms and conditions of a Zrii Distributorship and Zrii's policies and procedures to be published on or around October 1, 2007. I will have the right to cancel my Distributorship and return my order within 30 days of my receipt of the order, and receive a full refund if I do not agree to be bound by Zrii's terms and conditions and policies and procedures. If I do not send written notice of my intentions to terminate my Zrii Distributorship to the company within 30 days of my receipt of the order, I understand that I will be subject to Zrii's terms and conditions and policies and procedures.								
Applicant's Signature	Date	Co-Applicant's Signature Date						
•								

The Autoship Program: If you indicated that you wish to participate in Autoship by selecting an Autoship date and an Autoship option, the quantity of that item specified will be sent to you every month, and your credit card or bank account will automatically be charged for the appropriate amount, plus shipping, handling, and applicable sales tax. You may cancel your Autoship order at any time by submitting your written cancellation via e-mail to customerservice@zrii.com or by mailing or faxing your cancellation notice to Zrii at 14183 S Minuternan Dr. Suite 201, Draper, UT 84020, or 801,878,8099.

Payment Authorization. I sufficies Zilite withdraw payment for my Auteship order(s) from my preditionard or bank account identified on this Agreement. Zril is authorized to withdraw payment equal only to the amount of the products plus applicable sales tax, altipping and handling of the Autoship orders I have selected. I agree to pay a \$20.00 senuce fee in the event a check or charge is returned for any reason. I have the right to have the amount of any erroneous withdrawal deposited into my account as soon as reasonably possible and upon proper notification to Zril. I shall hold Zril harmless for all special or consequential damages, whether direct or indirect, resulting from any wrongful debit to my account.

#### Zrii Independent Executive or Zrii Preferred Customer

#### Zrii IE

"I want to own my own Zrii business!"

- Start a legitimate home-based business
- · Earn extra income working part time or full time
- Create wealth commensurate with your effort
- Proven success system to follow
- Best-of-breed training program
- 100% 30-day Money-Back Guarantee
- Enjoy the health benefits of Zrii The Original Amalaki

#### Zrii PC

"I am excited to consume Zrii but have no desire to earn bonuses."

- Save 25% off the retail price
- Participate in Zrii's convenient AutoShip program
- Receive convenient home delivery via FedEx
- 100% 30-day Money-Back Guarantee

Independent Executive (IE)

Start Kit \$49.95

Preferred Customer (PC)

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EXHIBIT Z, PAGE 37

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EXHIBIT 2, PAGE 38

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The Autoship Program. If you indicated that you wish to participate in Autoship by selecting an Autoship date and an Autoship option, the quantity of that item specified will be sent to you every month, and your credit card or bank account will automatically be charged for the appropriate amount, plus shipping, handling, and applicable sales tax. You may cancel your Autoship order at any time by submitting your written cancellation via e-mail to customerservice@zrii.com or by mailing or faxing your cancellation notice to Zrii at 14183 S Minuteman Dr., Suite 201, Draper, UT 84020, or 801.878.8099.

intentions to terminate my Zrii Distributorship to the company within 30 days of my receipt of the order, I understand

that I will be subject to Zrii's terms and conditions and policies and procedures.

Psyment Authorization, if authorize Zelito withdraw payment for my Autoship orderts; from my credit card or bank account identified on this Agreement. Zin is authorized to withdraw payment equal only to the amount of the products plus applicable sales tax, shipping and handling of the Autoship orders I have selected. If agree to pay a \$20.00 service fee in the event a check or charge is returned for any reason. If have the right to have the amount of any erroneous withdrawal deposited into my account as soon as reasonably possible and upon proper notification to Zrii. I shall hold Zrii harmless for all special or consequential damages, whether direct or indirect, resulting from any wrongful debit to my account.

Autoship Term: Your Autoship participation and payment authorization will remain in effect until you cancel as indicated above. Notice of cancellation must be received at least five (5) days prior to the Autoship Date you have selected in order to avoid charges for that month. If a cancellation notice is not timely received, cancellation will become effective in month following the month in which your notice of cancellation is received by Zrii.

EXHIBIT 2, PAGE 39

Co-Applicant's Signature

Date

Sa JS 44 (Rev. 12/07)

The JS 44 civil cover sheet and the information contained herein neither replace for supplement the filing and service of pleadings or other papers as combed by law, except is proved the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

ZRII, LLC, a Delaware limited liability company  (b) County of Residence of First Listed Plaintiff Delaware (EXCEPT IN U.S. PLAINTIFF CASES)  (c) Attorney's (Firm Name, Address, and Telephone Number) Rutan & Tucker, LLP Edson K. McClellan (SBN 199541) 611 Anton Blvd., 14 <sup>th</sup> Floor				DEFENDANTS LIFEVANTAGE CORPORATION, a Colorado corporation; TYLER DANIELS, an individual; MARGILL NEDERHAUSER, an individual; MARGILL NEDERHAUSER, an individual; County of Residence of First Listed Defendant San Diego County (IN U.S. PLAINTIFF CASES ONLY). COURT NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE LAND INVOLVED.						
				Costa Mesa, CA 92626 (714) 641-5100		'09 CV U 4 O D L RBB				
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I. REQUESTED IN COMPLAINT: II. RELATED CASE(S) IF ANY					racket	CF	and other v BECK YES o RY DEMAN	nly if deman	onduct ded in com Yes   \( \) \( \)	nplaint:
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#### UNITED STATES DISTRICT COURT

SOUTHERN DISTRICT OF CALIFORNIA SAN DIEGO DIVISION

# 160556 - SR

February 27, 2009 16:17:13

#### Civ Fil Non-Pris

USAO #.: 09CV0405

Judge..: M. JAMES LORENZ

Amount.:

\$350.00 CK

Check#.: BC#105125

Total-> \$350.00

FROM: ZRII V. LIFEVANTAGE CORP.

CIVIL FILING